



**ADVANCING WOMEN
POWERING THE ECONOMY**



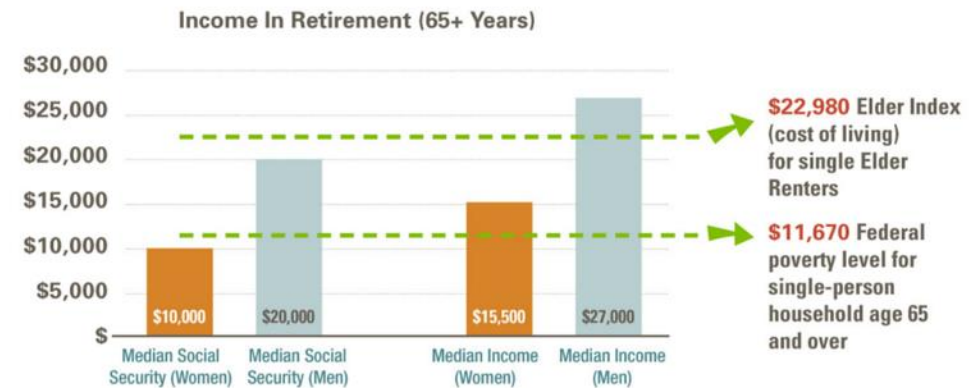
Cary Brown
Executive Director, Vermont Commission on Women

January 27, 2017

Presentation to the Vermont Senate Committee on
Economic Development, Housing, and General Affairs

Women's low wages put them at risk as they age.

VT women's median Social Security draw is half (\$10,000) that of men (\$20,000).



U.S. Census Current Population Survey 5 Year Average (2009-2013); restricted to persons 65 years and older.

Get your facts at: changethestoryvt.org

The gender wage gap in VT is 16 cents.

Median annual income for women working full-time is **\$37,000**
\$7,000 less than the median annual salary of men.

The gap **narrows by 14%** when a women has a **college degree**. If a women has **dependent children**, the wage gap **increases to 23%**.



U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).

Get your facts at: changethestoryvt.org

Many VT working women can't meet basic expenses.

43% of VT women who work full-time **do not earn enough** to meet basic expenses as defined by VT's Joint Fiscal Office.
17% make hourly wages of **less than \$10.10 an hour**.

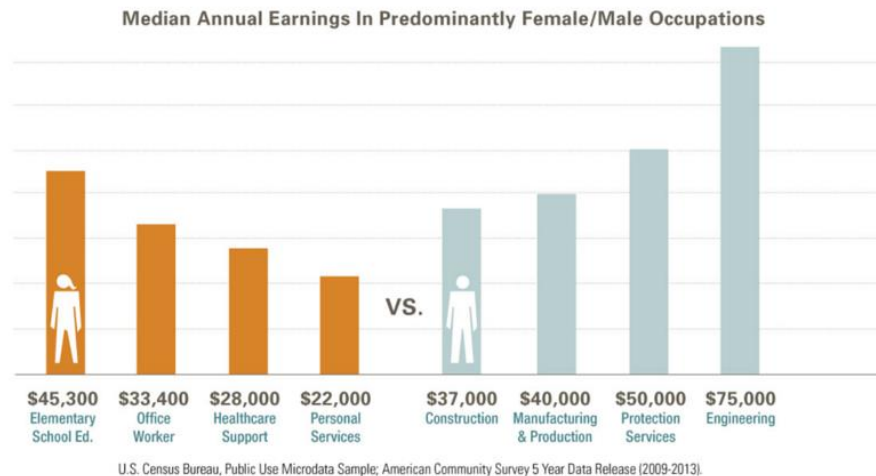


U.S. Census Bureau, Public Use Microdata Sample; American Community Survey 5 Year Data Release (2009-2013).

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Wages are lower in "female" fields.

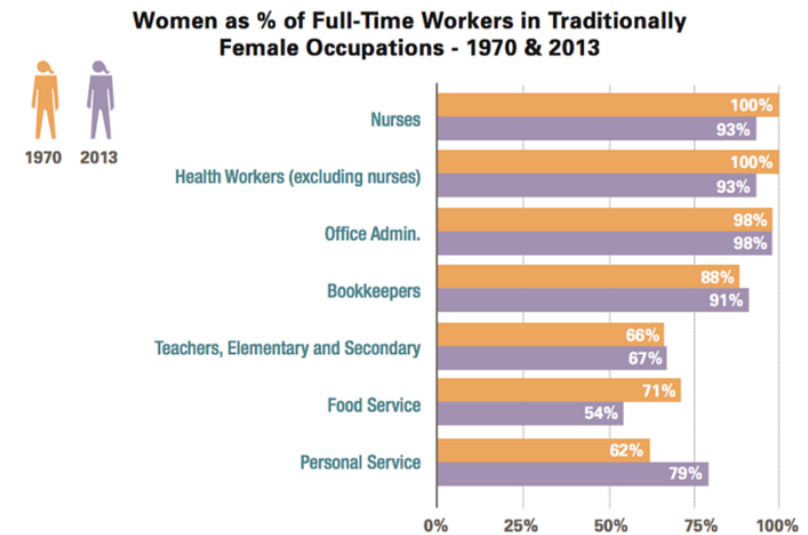
Median annual wages in occupations where VT women and men constitute significant majorities (75% or higher) are strikingly different.



Get your facts at: changethestoryvt.org

Women's Jobs: 1976 vs. TODAY

Nearly half of VT women working full-time continue to be employed in the **same occupations** in which they worked forty years ago.



Vermont data. Comparison uses 1970 Census of the Population, part 47 Vermont. US Department of Commerce, Bureau of the Census. Issued January 1973 and U.S. Census Bureau, 2011-2013 3-Year American Community Survey. Ages 16 and older.

Get your facts at: changethestoryvt.org

Where are the jobs in VT?

58% of high-wage, high-growth occupations that do not require a 4-year degree are those in which women have a very limited presence.

High-Wage, High Growth Careers Requiring a High School Diploma, Associate's Degree or Equivalent Training	Projected Openings for the Total Period 2012-2022	Median VT Wage, Yearly (2013)
✓ General and Operations Managers	870	\$85,070
Managers, Other Industries	800	\$92,740
✓ Manufacturing Sales Representatives	790	\$53,230
First-Line Supervisors of Administrative Support Workers	730	\$49,830
✓ Construction Managers	640	\$78,960
✓ First-Line Supervisors of Construction Workers	530	n/a*
✓ Computer Support Specialists	460	\$44,360
Properties and Real Estate Managers	420	\$61,250
✓ First-Line Supervisors of Mechanics	340	n/a
Insurance Sales Agents	340	\$53,780
✓ Plumbers, Pipefitters, and Steamfitters	300	n/a
✓ First-Line Supervisors of Production and Operating Workers	280	\$54,000
Sales Reps. for Associated Services	270	\$43,680
✓ Industrial Machinery Mechanics	260	\$46,630
Self-Enrichment Education Teachers	250	\$43,610
✓ Web Developers	240	\$81,820
✓ Heating, Air Conditioning and Refrigeration Mechanics and Installers	200	n/a
✓ First-Line Supervisors of Transportation Operators	170	\$55,120
Paralegals and Legal Assistants	160	\$43,170
Chefs and Head Cooks	160	\$41,540
Massage Therapists	150	\$49,090
✓ Manufacturing Purchasing Agents	150	\$54,600
Wholesale and Retail Merchandise Buyers	150	\$43,200
✓ Electrical Power-Line Installers and Repairers	150	n/a

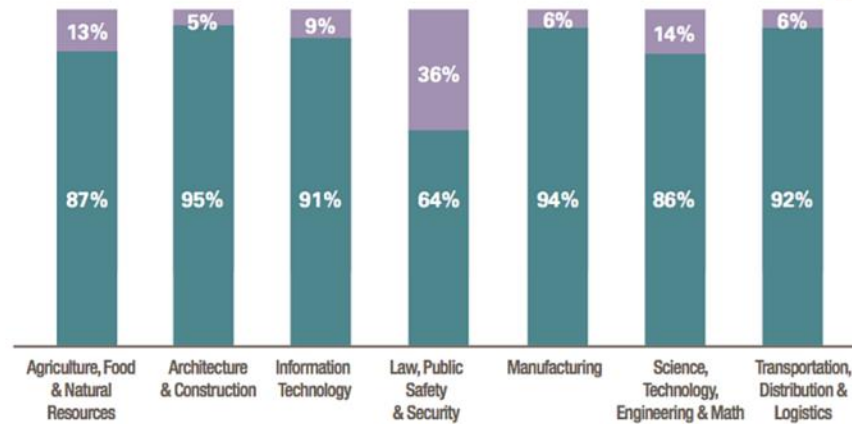
Pathways to Promising Careers: Vermont's High-Pay, High-Growth Jobs - Career Forecasts Through 2022. McClure Foundation and VT Department of Labor, 2014.

Get your facts at: changethestoryvt.org

Nontrad CTE Program Completion

Young women in VT are a **small percentage** in every category of students who completed nontraditional high school career and technical education programs.

Male & Female Completion Rates in VT High School Trades & Technical Programs (2009-2015)



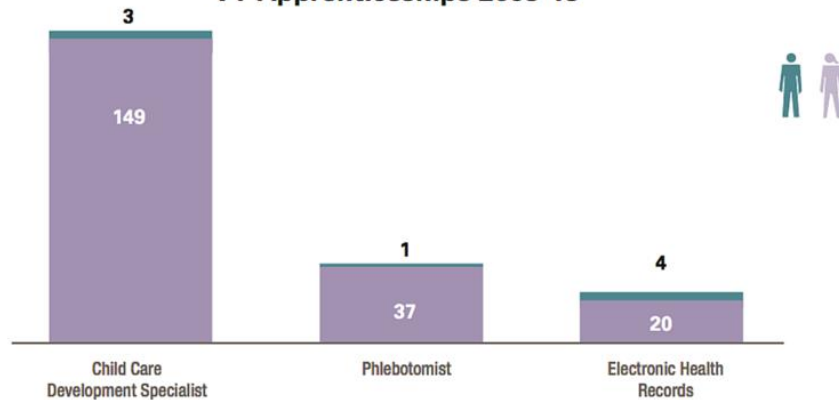
VT Agency of Education, Career and Technical Education Program Enrollment and Completion Data 2009-2015.

Get your facts at: changethestoryvt.org

State Apprenticeships

The **majority** of VT's female apprentices are clustered in **childcare** and **health occupations**.

Number of Women, Men in Select Female-Dominated VT Apprenticeships 2009-13

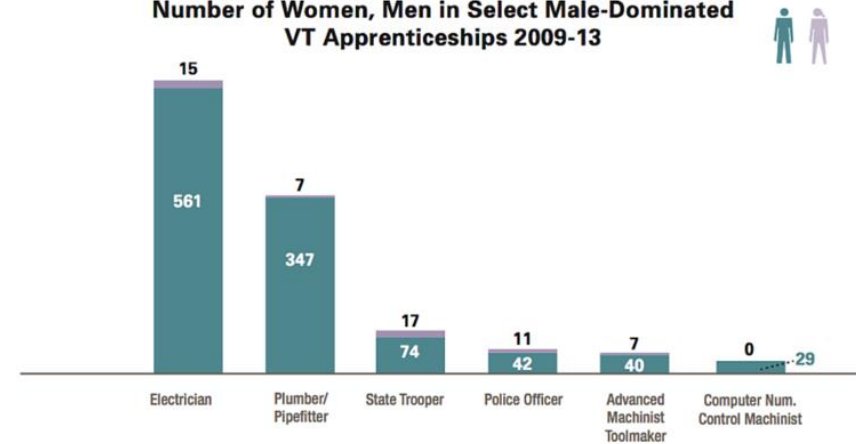


Vermont Department of Labor, Office of Apprenticeship.

VT Lacks Female Plumbers, Electricians, Machinists

Among 1,600 state apprentices, women were only **3%** of those training to become plumbers, **2%** of electrical apprentices, and **0%** of Computer Numeric Control Machinists.

Number of Women, Men in Select Male-Dominated VT Apprenticeships 2009-13



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Bachelor's Degrees

VT women are **only a handful** of those earning bachelor's degrees in the physical sciences, computer science, economics and engineering.

Bachelor's Degrees Awarded by UVM and VSC in Biological Sciences by Gender (2011-14)

Biochemistry:	42	vs.	45	
Biology:	158	vs.	131	
Biological Science:	78	vs.	70	
Neuroscience:	36	vs.	22	

Bachelor's Degrees Awarded by UVM & VSC in Engineering, Computer Science, Chemistry & Physics by Gender (2011-14)

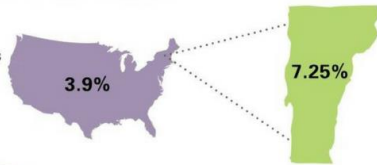
Chemistry:	12	vs.	22	
Computer Science:	18	vs.	128	
Physics:	4	vs.	21	
Economics:	4	vs.	21	
Engineering (All):	132	vs.	684	

Source: UVM Request for Data on Master's and Bachelor's Degrees Awarded by Major 2011-2014 (provided to Change The Story by the University of Vermont's Office of Institutional Research, November 2015) and Vermont State Colleges Sourcebook of Institutional Data.

Get your facts at: changethestoryvt.org

Vermont women are choosing entrepreneurship **2x more often** than the national average.

7.25% of all working age women in Vermont own a business as a primary occupation—a rate nearly twice the national average of 3.9%.

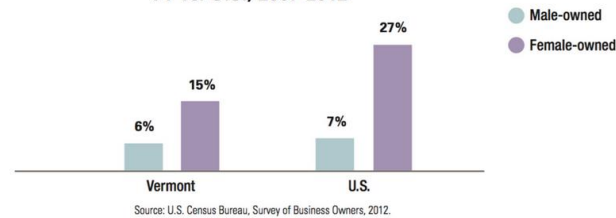


Vermont's 23,417 women-owned businesses represent nearly 1/3 of all privately held firms in Vermont.

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Between 2007-2012, the number of women-owned businesses in VT increased by **15%** – **9% more** than male-owned businesses.

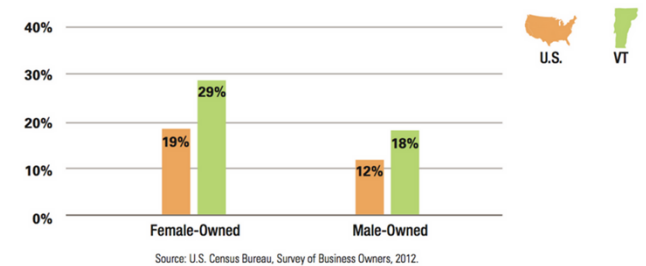
% Growth in Number, Male-, Female-Owned Businesses VT vs. U.S., 2007-2012



Get your facts at: changethestoryvt.org

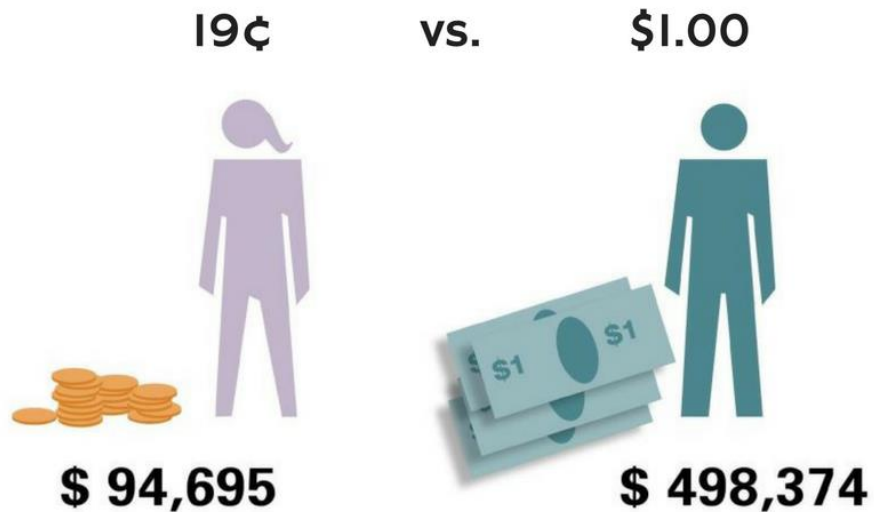
Revenue growth for VT women-owned businesses **is on the rise.**

% Growth in Revenues, Female- & Male-Owned Businesses U.S. vs VT, 2007-2012



Get your facts at: changethestoryvt.org

The Revenue Gap:
 Female-owned firms in VT generate **19 cents** to every dollar generated by male-owned businesses.



Get your facts at: changethestoryvt.org

VT women business owners are significantly underrepresented in **9 of the 10** highest grossing sectors.

VT Business Sectors By Highest Average Annual Revenues¹⁷

Sector	% Firms Owned By Women		Average Annual Revenue	
	F	M	F	M
Wholesale Trade	22%		\$371,863	\$5,717,390
Manufacturing	27%		\$283,089	\$1,408,309
Retail Trade	36%		\$252,312	\$1,547,659
Information	33%		\$236,874	\$806,991
Accommodation and Food Services	26%		\$139,900	\$743,937
Transportation and Warehousing	14%		\$136,749	\$392,166
Finance and Insurance	19%		\$73,220	\$305,151
Construction	6%		\$219,156	\$224,405
Health Care and Social Assistance	69%		\$60,553	\$488,459
Professional, Scientific, and Technical Services	36%		\$62,949	\$194,274
Real Estate and Rental and Leasing	22%		\$108,947	\$182,900
Administrative and Support and Waste Management	38%		\$35,016	\$118,731
Other Services (Except Public Administration)	47%		\$32,872	\$99,182
Arts, Entertainment, and Recreation	33%		\$24,001	\$77,124
Agriculture, Forestry, Fishing and Hunting	16%		\$24,018	\$59,885
Educational Services	53%		\$24,900	\$40,347

Source: U.S. Census Bureau, Survey of Business Owners, 2012.

Get your facts at: changethestoryvt.org

Women-owned businesses can play a much bigger role in VT's economic development.



If the percent of women-owned businesses that are employers matched that of male-owned businesses, and those firms had the same average receipts, it would add **\$3.8 billion** to Vermont's economy.

Get your facts at: changethestoryvt.org

Women-owned businesses in VT have the potential to create many more jobs.



If 1 in 4 of the existing 20,786 women-owned businesses without employees hired just one worker, it would result in an **additional 5,200 new jobs.**

Get your facts at: changethestoryvt.org

STRATEGIES TO ADVANCE WOMEN AND VERMONT'S ECONOMIC FUTURE

Recognize and promote women business owners as critical players in advancing state economic growth.

- Modify VT incorporation forms and software to indicate whether a business is woman- or minority-owned.
- Require tracking and reporting on the number of state contracts awarded to women- and minority-owned businesses.
- Establish state contracting goals for women- and minority-owned businesses.

Prioritize increasing the gender balance in high-growth, high-wage fields.

- Require state training and apprenticeship data to be disaggregated by gender and occupational field.
- Incorporate training and targeted recruitment in economic development appropriations when the jobs created are in fields that are nontraditional to women.

Collect and/or improve baseline data specific to women and use it to inform state policy.

- Disaggregate economic, education and workforce data by gender. Examples of indicators that should be broken out by gender as routine state practice include:
 - Median Annual Income of full-time workers, male/female
 - Median Annual Income of full-time workers vs. Basic Needs Budget, male/female
 - Median Annual Income of persons over 65, male/female
 - Gender ratio of full-time, low wage workers
 - Gender ratio of full-time workers in top 15 high-wage, high-growth fields (as identified by the VDOL and McClure Foundation's Pathways report)
 - #, % males, females enrolled/completed state apprenticeship programs, by field
 - #, % males, females enrolled in state- or federally-funded vocational training programs, by field
 - #, % males, females enrolled/completed high school technical education programs, by program